

AFP Central PA Mentoring Program 2021

We are excited to offer a mentoring program that engages new or early-career professionals as mentees, by providing a transfer of knowledge and professional development through a structured relationship with an experienced professional mentor.

The 4-week mentoring program includes:

- Kick-off group virtual happy hour
- One-on-one virtual or in-person mentor/mentee meeting to set goals together
- Educational group happy hour (virtual or in-person)
- One-on-one virtual or in-person mentor/mentee check-in meeting
- Wrap-up celebration group happy hour (virtual or in-person)

As a mentee, you are expected to:

- Be paired with a mentor and be committed to the four week structured program, attending every session with your mentor and communicating in-between as needed.
- Work with your mentor to define and set realistic action steps and goals.
- Be receptive to constructive feedback on your action steps and goals.
- Be available and accessible to your mentor.
- Listen and reflect on what your mentor shares with you.
- Keep the relationship going beyond the structured program, including attending AFP events like Affinity Groups and educational sessions.
- Pay it forward and serve on an AFP committee, or even as a mentor down the road.

A successful mentee is:

- Eager to learn – one who has a strong desire to learn new skills and strives to elevate own level of expertise
- Able to Work as Team Player – must be a team player and willing to contribute as much as possible to the mentoring relationship
- Patient – must be willing to put in the time and effort and understand that career advancement doesn't happen overnight
- Risk Taker – must be willing to move beyond tasks mastered and accept new and more challenging experiences
- Positive Attitude – should be hopeful and enthusiastic about learning

*Source: *BC Human Resources Management Association Mentorship Resource*

Guide

References:

<https://www.afpgoldengate.org/mentor-program>

<https://afptoronto.org/membership/mentorship-program/>

<https://www.get.mentoringcomplete.com/blog/what-are-the-mentoring-expectations-for-mentors-and-mentees>

<https://hbr.org/2020/08/what-efficient-mentorship-looks-like>

<https://www.insala.com/blog/how-to-be-a-good-mentee>